

Message Text

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11

ACTION SY-05

INFO OCT-01 ISO-00 /006 W

----- 036420

R 070711Z JUL 76

FM AMCONSUL KARACHI

TO MSGBN WASHDC

INFO AMCONSUL FRANKFURT

AMCONSUL HONG KONG

AMEMBASSY PANAMA

AMEMBASSY ADDIS ABABA

SECSTATE WASHDC 324

UNCLAS KARACHI 2959

E.O. 11652: N/A

TAGS: MILI

SUBJ: PERSONNEL PROCEDURES

REF: (A) MSGBN 301015Z JUN 76

(B) FRANKFURT 151138Z JUN 76 (FRANKFURT 4487)

FOR CO MSGBN/REGIONAL MARINE OFFICERS/A-SY-FO SECSTATE

1. IN RESPONSE TO REF (A), REF (B) HAS BEEN REVIEWED WITH COMMENTS PROVIDED. IN GENERAL TERMS THIS HEADQUARTERS HAS BEEN ACCELERATING THE TRANSFER OF MSG'S FROM HARDSHIP POSTS WHENEVER PRACTICABLE. RESULTS HAVE BEEN ESSENTIALLY SUCCESSFUL WITH SEVERAL NOTABLE EXCEPTIONS WHEREIN THE ACCELERATED TRANSFER CREATED AN EXTREME HARDSHIP ON THE TRANSFERRING DETACHMENT.

2. I HAVE RESERVATIONS AS TO WHETHER THE RECOMMENDATIONS OF REF (B) CAN BE ADMINISTERED OR SHOULD BE IMPLEMENTED AS POLICY ON A BATTALION-WIDE BASIS. THE PECULIAR CHARACTERISTICS OF THE SEVERAL COMPANIES COME INTO PLAY.

A. WITHIN COMPANY "B", 80 (EIGHTY) PERCENT OF ALL TRANSFERS ORIGINATE FROM HARDSHIP POSTS. ROUGHLY 95 PERCENT OF THE TRANSFEREES LEAVE COMPANY "B" FOR DUTY AT NON-HARDSHIP POSTS OR TRANSFER FROM THE PROGRAM.

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B. SIXTY-FIVE (65) PERCENT OF COMPANY "B" HARDSHIP

POSTS ARE 5 OR 6 WATCHSTANDER DETACHMENTS. THE IMPACT OF ONE MAN ABSENT IS GREATER ON THESE SMALL DETACHMENTS THAN ON THE LARGER ONES. ONE MAN SHORT HAS THE FOLLOWING EFFECT:

- (1) GUARD HOURS INCREASE TO 47 TO 50 PLUS HOURS.
- (2) DETACHMENT TRAINING CEASES TO BE EFFECTIVE WITH 3 OR LESS ATTENDEES.
- (3) GUARD SCHEDULE IS DISRUPTED, ADVERSELY AFFECTING NORMAL DAYS OFF, RESTRICTING SOCIAL/RECREATIONAL ACTIVITY.
- (4) ANNUAL LEAVE IS DENIED TO REMAINING MEMBERS.
- (5) FLEXIBILITY TO RESPOND TO TAD/VIP VISITS IS LOST.
- (6) THE HIGH INCIDENCE OF INTESTINAL DISORDERS AND DEBILITATING ILLNESS CAN FORCE THE ONE-SHORT DETACHMENT INTO A RUNNING GUARD SITUATION.

(7) BY FAR THE PARAMOUNT CONSIDERATION IS THE EFFECT ON THE SECURITY POSTURE OF THE POST.
∴ THE AFOREMENTIONED ADVERSE EFFECTS CAN BE ACCEPTED FOR A SHORT DURATION. HOWEVER, WHEN THE DURATION EXCEEDS 15 DAYS, THE OVERALL EFFECT IS TO COMPOUND THE HARDSHIP NATURE OF THE POST.

\$. AS THE RESULT OF SEVERAL RECENT EXPERIENCES, I HAVE LOST CONFIDENCE IN THE VALIDITY OF ETA MESSAGES AND AM SOMEWHAT RELUCTANT TO RELEASE PERSONNEL TOO FAR IN ADVANCE.

3. SEVERAL QUESTIONS COME TO MIND REGARDING THE IMPLEMENTATION OF THIS Y ON A BATTALION W
A. WHO DETERMINES THAT THE RECEIVING POST IS CRITICALLY SHORT. (NCOIC, RMO, RSS, RSO, MSGBN OR SY)
B. IN THE EVENT TWO OR MORE MSGS ARE DEPARTING A GIVEN HARDSHIP POST FOR CRITICALLY SHORT POSTS; WHO DETERMINES THE PRIORITY OF ASSIGNMENT. FOR EXAMPLE; THREE MARINES DEPARTING KABUL FOR BOGOTA, BRUSSELS AND CANBERRA. WHICH ONE IS UNCLASSIFIED

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ACCELERATED. IN THE PAST I HAVE ARBITRARILY MADE THE DETERMINATION.
C. AT PRESENT COMPANY "B" HAS SIX DETACHMENTS UNDER T/O (27 PERCENT). THREE OTHER POSTS HAVE REQUESTED T/O INCREASES. THE ESTABLISHMENT OF TWO NEW DETACHMENTS IS BEING EVALUATED. WHO DETERMINES WHETHER THE RECEIVING COMMAND IS MORE CRITICALLY SHORT THAN THE TRANSFERRING COMMAND.

4. THE ABOVE COMMENTS ARE NEGATIVE FROM THE EMPIRICAL BASIS AND DO

NOT REFLECT MY DESIRE TO ASSIST IN EVERY WAY POSSIBLE TO RESOLVE THE PROBLEMS ANTICIPATED IN THESE NEXT ROTATION CYCLES. I PROPOSE THE FOLLOWING FOR CONSIDERATION:

A. DISREGARD EXISTING POLICIES REQUIRING OVERLAP/CONTACT RELIEF.

(THIS POLICY HAS BEEN ALL BUT SUSPENDED IN PRACTICE.)

B. COMPANY COMMANDERS OF RECEIVING DETACHMENTS PROVIDE A LIST OF CRITICALLY SHORT POSTS INCLUDING PRIORITY OF REQUIREMENT. IN THE EVENT OF CONFLICT (TWO OR MORE MSGS FROM SINGLE POST FOR CRITICALLY SHORT DETACHMENTUP TRANSFERRING CO CMDR WILL RESOLVE.

C. MSGBN WILL ISSUE ETA MESSAGE ONLY AFTER ALL PROBLEMS OF VISA, SECURITY CLEARANCE, DENTAL AND ETC HAVE BEEN RESOLVED.

D. WHEN THESE CONDITIONS HAVE BEEN MET, THE TRANSFERRING CO CMDR CAN ACCELRATE THE DEPARTURE OF MSGS FROM THOSE POSTS WHICH HE DETERMINES CAN AFFORD THE LOSS. SUBJECT TO THE CONCURRANCE OF THE POST CONCERNED.

5. THIS ACCELERATED TRANSFER ACTION CAN ONLY BE CONSIDERED AS AN EXPEDIENT EFFORT TO COMPENSTATE FOR IMMEDIATE IRREGULARITIES IN THE OVERALL PERSONNEL PIPELINE. THE LONG TERM SOLUTION RESTS WITH AN INPUT PROGRAM WHICH IS RESPONSIVE TO AND CONSISTENT WITH THE NEEDS OF THE FIELD. WHILE IT MAY NOT BE ECONOMIC MANPOWER MANAGEMENT, IT IS BECOMING INCREASINGLY APPARENT THAT THE ANSWER RESTS WITH A CLASS OUTPUT GREATER THAN THE IMMEDIATE NEEDS OF THE FIELD. IN ESSENSE, A "WARM BODY" POOL. MOST OF THE CURRENT PROBLEMS RESULT FROM PIPLINE INABILITY TO RESPOND TO UNPROGRAMMED REQUIREMENTS (T/O INCREASES, EARLY DROPS, ETC). THERE SHOULD BE AMPLE DATA TO DEVELOP AN EXPERIENCE FACTOR TO EVENTUALLY PROGRAM FOR UNSCHEDULED REQUIREMENTS. SUCH A PROCEDURE WOULD ALLEVIATE MANY OF THE CURRENT PROBLEMS AND PROVIDE A MORE RESPONSIVE SERVICE TO THE DEPARTMENT OF STATE.

6. RSS GARRETT CONCURS WITH MY COMMENTS. CO CO "B"/
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RMO LTCOL BRAUN SENDS.
MOORE

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NNN

Message Attributes

Automatic Decaptioning: X
Capture Date: 01 JAN 1994
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: PERSONNEL MOVEMENTS
Control Number: n/a
Copy: SINGLE
Draft Date: 07 JUL 1976
Decaption Date: 01 JAN 1960
Decaption Note:
Disposition Action: n/a
Disposition Approved on Date:
Disposition Authority: n/a
Disposition Case Number: n/a
Disposition Comment:
Disposition Date: 01 JAN 1960
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1976KARACH02959
Document Source: CORE
Document Unique ID: 00
Drafter: n/a
Enclosure: n/a
Executive Order: N/A
Errors: N/A
Film Number: D760261-0421
From: KARACHI
Handling Restrictions: n/a
Image Path:
ISecure: 1
Legacy Key: link1976/newtext/t19760785/aaaacwhu.tel
Line Count: 156
Locator: TEXT ON-LINE, ON MICROFILM
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Original Classification: UNCLASSIFIED
Original Handling Restrictions: n/a
Original Previous Classification: n/a
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04 MAY 2006

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